Healthcare Workforce after the ACA Law

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Key Trends

- Minorities face health care disparities in America
  - By 2042, over half of Americans will be minority populations
  - Latinos – immigrants, mixed families with strong cultural values – will be 1 out of 4 Americans

- Our nation is undergoing a major transformation:
  - Cultural Competence & language requirements in hospitals/clinics and for future providers in medical education and public health
  - Health care reform expands health care coverage to Hispanics and African Americans and increases the need for education and outreach efforts
  - Quality value payments for coordinated patient centered care
  - Disparities in obesity and chronic disease for minority populations remain high
  - New demand for community-based health prevention and research

- NHMA/NHHF seeks to cultivate public and private partnerships to make a positive impact promoting prevention awareness & good will in new and growing Latino communities and markets around the nation
ACA 2020 Health Workforce

- 90K physician shortage; 45K primary care
- 60M Americans without access to PC
- Increased insurance coverage est to 25M will increase utilization
- Workforce training should change the supply, composition, and geographic distribution and address shortages in PC and certain specialties
- Higher payments may increase the supply of PC providers willing to accept Medicare and Medicaid patients
- Delivery system innovations fosters efficiency, new payment methods based on value and impact demand for certain provider types
- Lack of diversity in healthcare leadership – trustees of AHCs, hospitals, insurance companies and in public health

Source: AAMC
ACA Health Care Workforce

- State and local government flexibility and resources to develop health workforce innovations, recruitment strategies
- Drive the transformation to a patient centered care model that promotes access, coordination across the continuum, wellness and prevention by collaborating with physicians, starting with primary care, in ways that allows them to successfully manage the health of their patients and thrive in a value based reimbursement environment
Invest in Primary Care

- Grant programs that support the training of primary care providers, including family medicine, pediatrics, general internal medicine, and physician assistants
- Payment bonuses to primary care physicians
- Geographic distribution of providers vs need
- Primary care health providers needed:
  - Nurse practitioners
  - Physician assistants
Increase Supply in Diversity for Underserved Areas

- Through the National Health Service Corps, the Act provides significant funding for scholarships and loan repayment for doctors, nurses and other providers who provide medical, dental, and mental health care in urban and rural areas that have a shortage of health professionals. It also increases the loan repayment amount and enables additional flexibility for providers to meet their service requirements.

- It creates a loan repayment program for pediatric, mental and behavioral health specialists who provide services to children and adolescents in underserved areas or with underserved populations.

- The Act also supports scholarships and loan repayments for disadvantaged students who commit to work in medically underserved areas and who serve as faculty in participating institutions.
Increasing the Supply of Nurses

- The Act will increase the number of nurses in the United States. It takes a comprehensive approach that helps to retain nurses and to address financial barriers that nurses and nurse faculty face today.
- The Act awards competitive grants to nursing schools to strengthen nurse education and training programs and to improve nurse retention programs throughout the country.
- It increases the student loan amounts for nursing students and addresses critical nurse faculty shortages by making nursing faculty eligible for loan repayment and scholarship programs.
Public Health Workforce

- The Act addresses critical public health workforce shortages by supporting the training of the public health workforce and physicians specializing in preventive medicine. It establishes a Ready Reserve Corps to respond in times of national emergency, and it supports fellowship training in public health as well as grants to promote the community health workforce.
- CDC New Public Health Associate Program for BA Level, Masters Level – NHMA project
Will individuals follow the pattern of persons previously in the Public Mental Health System (PMHS) or will they be different?

- Expecting an increase in young persons with significant substance use problems and mild to moderate mental health issues
- Resembles population that lost access to entitlements in the 90s
- Increased demand on providers able to provide both mental health and substance use services
- Maryland is increasing emphasis on integration of Mental health and substance use services at the funding and delivery level
- Increase in reimbursement rates to Medicare levels for all physicians including psychiatrists
- Increased emphasis on telemedicine to better reach professional shortage areas
Other Health Professionals

- Education and training grants to meet the critical needs of Americans who require mental and behavioral health care
- Geriatric education and training
- Community health workers/navigators
- Scholarships and loan repayment programs for allied health professionals, including radiology technicians and physical therapists
- Dept of Labor workforce programs for adult job training programs, disabled, veterans
STEM and Health Careers

- ACA supports development and implementation of health sciences programs in public secondary schools so that students can prepare for careers in health professions

- President’s Council of Advisors on Science and Technology Report, 2012 on producing 1M additional college graduates in STEM: Recommendation 4: Encourage partnerships among stakeholders to diversify pathways to STEM Careers.
  - High School STEM Summer Programs
  - Expand Dept of Labor Pathways from 2 yr to 4 yr IHE
  - Establish public–private partnerships for bridge programs (HS to College; 2yr–4yr IHE) (Change the Equation)
  - Improve data on supply and demand of workforce – Bureau of Labor Statistics to redefine jobs that require STEM skills such as medial professionals and K–12 educators
  - Enable underrepresented students academic advancement in STEM Fields.
New and Expanded Workforce

- Patient Navigators
- Nurse Case Managers
- Care Coordinators
- Community Health Workers
- Care Transition Specialists
- Living Skills Specialists
- Patient and Family Activators
- Grand-Aides
- Peer and Family Mentors

- Health Coaches
- Medical Assistants
- Dental Hygienists
- Behavioral Health
- Social Workers
- Occupational Therapists
- Physical Therapists
- Paramedics
- Home Health Aids
- Pharmacists
A CA and Medical Education

- Redistribution of approximately 700 unused primary care residency positions
- Teaching health center funding will contribute approximately 500 primary care positions over the next ten years
- NHSC expansion and increased flexibility
  - nearly 10,000 providers in the field today in urban, rural and frontier areas
  - Half-time option (either double length of service or 50% reduction in payment amount)
New Models of Care

- Leadership Change Agents
- Telehealth Coordination
- IPE & Teams Scope of Practice
Team Based Care

- Inter-professional education for teams
- Collaboration among health professions schools and faculty
- Learning and educational simulation facilities
- Teaching Health Centers
- Online training
- Competency based training
- Mentoring programs
Care Coordination

- Care Coordinators (nurses)
- Scheduling and reminder systems to home
- Interoperability within health systems
- E–Health Records and computers
- Telehealth and licensure issues across states
- Text messaging to patients
- Emails to patients
- Website development/trends/disease hot spots
- Data Collection and Reporting – quality care protocols
Leadership Development

- Leadership skills – communications, negotiation, policy analysis, working with stakeholders, network development
- Public Sector – public health, politicians
- Private Sector – industry, insurance companies
- Philanthropy
- Media
- Community leaders
November 2009, the President launched the Educate to Innovate initiative to move American students from the middle to the top of the pack in science and math achievement over the next decade.

To date, this nation-wide effort has garnered over $700 million in public-private partnerships and hit major milestones in the following priority areas:

- Building a CEO-Led Coalition to Leverage the Unique Capacities of the Private Sector: Change the Equation
  - Preparing 100,000 new and effective STEM teachers over the next decade

- Showcasing and bolstering federal investment in STEM
President’s STEM Init. Impact

- In response to the President’s call to action, ten leading education non-profits and U.S. technology companies, including Fortune 500 firms SanDisk, Cognizant, and Cisco are launching US2020, an all-hands-on-deck effort to have many more STEM professionals mentor children from kindergarten through college.

- In Summer 2013, the Maker Education Initiative will launch the first-ever MakerCorps of volunteers who will give more young people the opportunity to design and build something that is personally meaningful to them. In its first year, over 100 MakerCorps members – in 19 states and Washington D.C. —will work with 34 different partner organizations such as schools, libraries, and science centers.

- As part of the First Lady’s Joining Forces effort, the National Math and Science Initiative (NMSI), in partnership with Military Child Education Coalition (MCEC) and Military Impacted Schools Association (MISA), is leading a campaign to give many more students at public high schools serving a high percentage of military families access to rigorous Advanced Placement (AP) coursework in math and science.
President’s 2014 STEM Budget

- STEM Reorganization: eliminates 114 programs in 11 agencies (from 226 to 112), increases funding on 4 priority areas:
  - K–12 ($150M Stem Networks, $300M redesign ED)
  - Undergraduate Education (NSF $123M)
  - Graduate Fellowships
  - Informal Education Activities (Smithsonian $25M, NSF $48M Science Learning Program)

- To reach major goals of increasing students, faculty and broadening participation in STEM fields by underrepresented groups.
- Research: $65M new research agency
- Faculty Development: $80M, $35M STEM Master Teacher Corps
Congress & STEM

- STEM Ed Caucus – Congressman Honda, Chair
- PL 110–69 mandated IOM Report
- Congressional Briefings 9.27 and 29.2010
- Committee on Science, Engineering, Public Policy; Committee on Underrepresented Groups and Expansion of Science and Eng Workforce Pipeline
- IOM REPORT: Expanding Underrepresented Minority Participation in STEM, 2011
Legislation

- HR 1903: Underrepresented Populations and Girls – STEM Education and Employment, Feinstien
- HR 2593 STEM Innovation Networks Act of 2013, Honda, Napolitano, Lee, McDermott (House Ed and Workforce Com – Subcom on Early Childhood, Elem and Sec Education)
- HR 1343 Project Ready STEM Act (Fudge)
- HR 1358 STEM Opp Act of 2013 (Honda, Johnson, Christenson, Kennedy, Hinojosa – Sci Space Tech Com, Subcom on Research and Tech)
- Last Congress: HR 4483 Broadening Participation in STEM Ed Act: NSF Underrepresented Students/faculty (Eddie Bernice Johnson, Hinojosa, Ben Ray Lujan, Conyers)
- S2888 Women & Minorities in STEM Booster Act of 2013 (Feinstein, Landrieu, Gillebrand, Pryor – Commerce, Science and Transportation Committee)
Stepping Up to STEM Act of 2013
Honda and 42 cosponsors

- Needs: good learning content, effective instructional strategies, supports for teachers and school systems, figuring out how to use the new approach, and the capacity to collect, analyze and reflect on data
- Office of Science, Technology, Engineering, and Mathematics Education (STEM) – $1.5M
- Department an Advanced Research Projects Agency for Education (ARPA-ED) – $20M
  - To work w/NSF’s Cyber Learning Program.
Increasing STEM literacy of prekindergarten through grade 12 students.

Assisting the development of innovative STEM assessments that measure interest, engagement, and content proficiency.

Supporting the implementation of STEM assessments that measure career and college ready standards.

Promoting and developing rigorous undergraduate pre-service teacher programs in institutions of higher education that emphasize STEM content with emphasis on the elementary educator.

Promoting and developing curriculum tools and professional development for STEM educators both in school and out of school.
STEM Act Programs

- Developing STEM career pathways that reflect the projected STEM workforce needs of the 21st century that may include mentoring programs and STEM professional outreach.
- Developing STEM-related education and workforce training programs in secondary schools and community colleges to reflect the needs of the local community.
- Developing systems for the implementation of expanded learning opportunities on school sites to enhance STEM education inside and outside of the classroom.
- Promoting, supporting, and designing programs that develop STEM content coaches and master educators in order to strengthen core competencies of the classroom practitioner.
Focus: Underrepresented Groups

- Engaging and broadening participation of underrepresented groups lies at the heart of many of the aforementioned initiatives, such as Change the Equation, whose third pillar focuses on increasing opportunities for women, girls, and minorities.

- The Corporation for National and Community Service (CNCS) will announce a new dedicated cohort of national service participants, called STEM AmeriCorps, who will be placed in nonprofits that mobilize STEM professionals to inspire young people to excel in STEM education.
State Based Networks

- Or similar organization, aims to increase student achievement and experiences in the STEM disciplines at the elementary schools and secondary schools in its State, and out of school programs and particularly for students with a high concentration of historically underrepresented students and at rural schools (within the meaning of part B of title VI of the Elementary and Secondary Education Act of 1965)
New Use of Funds

- Testing, validating, sharing, and scaling up STEM education research, promising practices, and exemplary programs among members of the network and with other eligible networks receiving grants under this section.
- Identifying points of weakness and strength among State STEM education efforts, prioritizing
New Use of Funds cont.

- Assisting in the implementation of rigorous career and college ready standards in STEM education for grades prekindergarten through grade 12 that reflect and take into consideration—career and college ready standards in STEM disciplines;
  - established international standards and 21st century skills that include critical thinking, problem solving, communication, collaboration, creativity, and innovation;
  - the needs of English language learners and special education students;
  - the need to increase STEM literacy of prekindergarten through grade 12 students.
Need for diversity and health professions in the President’s STEM Initiative (recruitment counseling still needed)

OMB White House, Dept of Education, NSF, NIH, HRSA, Congress, IOM, Josiah Macy Foundation, RWJF

Career pathway program – Hispanic STEM Program from HSIs to medical school
Cultural Competence Standards

- Federal Law – Title VI
- Medical Education – AAMC, LCME, ACGME
- Joint Commission
- NCQA
- NQF standards
- Licensing – required in CA, NJ
- Language Services in Medicaid – in 13 states
- New Revised CLAS Standards – Office of Minority Health (omh.gov)
Cultural Competence and Quality

- There is excellent evidence that tracking/reminder systems can improve quality of care, and fair evidence that multifaceted interventions, provider education interventions, and interventions that bypass the physician to offer screening services to racial/ethnic minority patients can improve quality of care. There is, however, excellent evidence for improvement in provider knowledge, good evidence for improvement in provider attitudes and skills, and good evidence for improvement in patient satisfaction. (AHRQ, Strategies for Improving Minority Healthcare Quality (Publication No. 04–E008–01, 2004)
Physicians overwhelmingly want the health care system to cover the costs associated with connecting patients to services that address their social needs.

A majority of physicians surveyed say that the health of up to half their patients would improve if the health care system did a better job of addressing social needs.

Source: RWJF Website – 1000 physician survey 2011.
NHMA & NHHF—Who are We?

- Established in 1994 in DC, NHMA is a non-profit 501c6 association representing 45,000 Hispanic physicians in the U.S.
- Mission: to empower Hispanic physicians to improve the health of Hispanic populations with Hispanic medical societies, residents, students and public and private partners.
- Established in 2002, NHMA’s foundation, National Hispanic Health Foundation, a non-profit 501c3 foundation for research & education activities – affiliated with NYU Wagner Graduate School of Public Service
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National Hispanic Medical Association – what do we do?

- Serve as a resource for White House, Congress, and Federal agencies on health policies and programs
- Support Hispanic physician leadership at national and state level
- Provide networking opportunities for advancement of Hispanic health
National Hispanic Medical Association Programs

- **Resource:**
  - Federal government
    - Capitol Hill Briefings on Hispanic health Issues to eliminate health disparities
    - Nominate members to Federal advisory commissions
  - Private sector
    - Provide technical assistance to corporate health programs
    - Nominate members to corporate boards

- **Leadership Development:**
  - NHMA Leadership Fellowship
  - NHMA California Leadership Fellowship
  - National Hispanic Health Professions Leadership Institute
  - Health Professional Student Recruitment and Mentoring Programs

- **Networking:**
  - NHMA 18th Annual Conference, Mar. 28–30, 2014, Washington, DC
  - Regional Health Reform Events – NE–NYC, WEST –Los Angeles, SOUTHWEST –San Antonio, MIDWEST – Chicago, SOUTHEAST – Atlanta, WASHINGTON DC METRO – Washington, DC
NHMA Network 2013

- Hispanic State Medical Societies
- National Hispanic Health Professional Leadership Network
  - National Association of Hispanic Nurses
  - Hispanic Dental Association
  - Latino Caucus of APHA
  - Latino Forum of Health Executives
  - Physician Assistants for Latino Health
  - Mental Health Workers, Dietitians
- 12,000 Members and 40,000 Prospects
- Latino Medical Student Association
- Partners, Contacts
NHMA & NHHF Contact Us

- NHMA – www.nhmamd.org
- NHHF – www.nhmafoundation.org
- Portal – www.hispanichealth.info
- National Hispanic Health Professional Student Scholarship Programs –
  - Nov 21, JW Marriott LA LIVE honoring Diana Bonta, Monica Lozano, Castulo DelaRocha, Sandra Daley, MD, Juan Mondragon;
  - Dec 5, NY Academy of Medicine honoring Chelsea Clinton, Gary Butts, MD, Assemblyman Felix Ortiz, Roberto Clemente, Jr
  - 20 Hispanic health professional students – the FUTURE!